

STRATEGIC PLANNING FOR YOUTH COUNCILS

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Strategic Planning for Youth Councils --

Why?

What?

How?

Strategic Planning -- WHY?

- The need for a holistic approach
- Adds capacity and creates ownership
- Opportunity to maximize resources
- You have a Youth Council -- So use it!

WHY? The Need for a Holistic Approach ° ° ° ° °

- Education and skill training opportunities
- Connections to employers
- Substance abuse services
- Health services
- Domestic and family/living issues
- Economic and other support needs

Can one organization provide all the opportunities????

WHY? Adds Capacity and Creates Ownership

- Adds “brain power”
- Contributes to plan writing/program development
- Opportunity for partners to network
- A way for major players and contributors to be recognized

WHY? To Maximize Resources

Local youth services must include:

- ✦ tutoring and instruction leading to completion of school;
- ✦ alternative school services;
- ✦ summer employment opportunities linked to academic and occupational learning;
- ✦ work experiences, including internships and job shadowing;
- ✦ occupational skills training;
- ✦ leadership development opportunities;
- ✦ supportive services;
- ✦ adult mentoring during program & 1 year after;
- ✦ follow-up services for 1 year after, as appropriate; and
- ✦ comprehensive guidance and counseling.

Does WIA have the \$ to provide all at
scale?

What is Strategic Planning?

- A Process To Achieve Results For Youth
- A Means To Integrate Resources
- A Way To Organize Collaborative Work
- A Tool For Youth Councils

The way to build a youth service system

Different from WIA Planning

A strategic planning process will complement the WIA 5 Year Plan

A strategic planning process will support the development of the WIA Unified Plan.

Different from WIA Planning

Strategic Planning

Purpose: Build a comprehensive service system for youth

Product: Integrated plan of multiple approaches to address need

Includes: Multiple resources and multiple partners

Cycles: Ongoing

WIA 5 Year Plan

Purpose: Achieve a successful WIA youth program

Product: Meet the WIA youth program performance measures

Includes: The WIA youth resource

Cycles: 5 year plan with annual funding cycles

Parts of a Strategic Planning Process

- Identifying the youth population
- Mapping existing services and outcomes
- Creating a shared vision
- Setting Goals / Defining Objectives
- Articulating Strategies
- Identifying partners, roles and responsibilities
- Laying out a timetable and benchmarks
- Tracking results and fine-tuning the plan

Identifying the Youth Population

- Demographic information
- Environmental scan

Identifying the Youth Population

Use:

- Census Data
- School Data
- Program Data
- Administrative Records

Identifying the Youth Population

Useful Administrative Records:

- UI Wage Records
- JTPA II-B and II-C Records
- School “Leavers” Reports
- Local TANF Database
- New Hire Registries

Identifying the Youth Population

“Environmental Scan”: ID the community’s perception of the problem:

- Political input
- Providers’ perceptions
- Public hearings
- Focus groups

Mapping Existing Services

Key Considerations:

- Total employment and training resources
- Total resources
- Resource flexibility
- Additional resource opportunities
- Required service mandates

Mapping Existing Services and Outcomes

- Are there gaps in the services?
- Are services at scale?
- Are services in the right locations?
- Are services achieving desired outcomes?

Identifying the Partners

*Surprise -- Time
For You to
Work!*

Creating a Shared Vision

- Who are the youth to be targeted?
- What is the purpose/mission?

Creating a Shared Vision

Keys to a successful vision statement:

- Brevity
- Clarity
- Consensus from the partners

***Time For You to
Work!***

Setting Goals/Defining Objectives

- Goals: Statement of the ideal
- Objectives: Defining the real

*Time For You to
Work Again!*

Articulating Strategies

Strategies need to directly relate to the goals of the plan within the context of the existing environment.

*That's Right --
Time For You to
Work Again!*

Identifying Partners, Roles, Responsibilities

Multiple Potential Resources for
Youth Services in Every
Community

Laying Out a Timetable and Benchmarks

Create a timetable to include:°

What -- the specific steps that need to be taken to achieve a strategy or objective (benchmarks);

Who -- takes the responsibility for completing the step; and

When -- does the step need to be completed?

Tracking Results/Fine-Tuning the Plan

The components of Accountability:

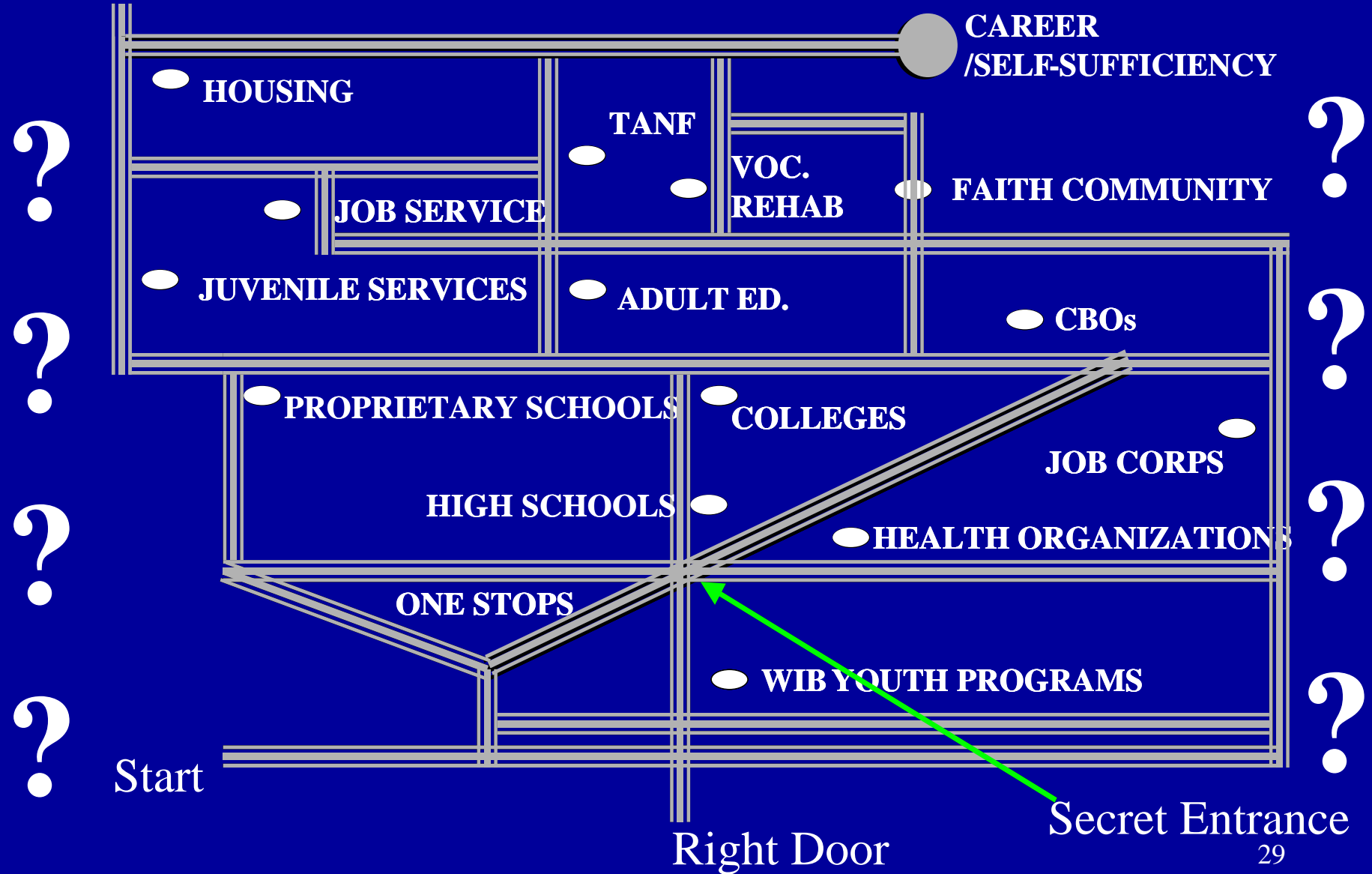
- Performance Benchmarks -- process and outcome
- Routine and regular data collections and distribution
- A performance review process
- A corrective action process
- An ongoing feedback and monitoring routine

Tracking Results / Fine-Tuning the Plan

Continual improvement of
the Plan and Approaches

The Youth Service Maze

Enter Here



The WIA Opportunity: System Development

Connecting the Dots

